

Bargaining Session / Concession Session

4-14-09

Attendance:

Company - Ted Rilea, Diane Spivak, Paulette Haddox

Guild - Andy Grimm, Lori Caldwell, Stephanie Dawell

Ted begins -

met at least once w/ all guild units.

all have agreed to 1 week furlough (5 days)

Deadline extended to June 30th for furloughs.

Tentative agreements reached w/ Teamsters (press, drive, hopeful w/ mailers).

15% settlements w/ above groups.

Successors/Assign discussion (esp. w/ Pioneer Press)

company is unwilling to agree because it could affect sale because of history, they are not budging.

Conditions continue to worsen.

Severance checks/payments not getting out, as stated before.

Any severance not paid or cashed, is SOL. They will now be one of many creditors.

Ted hands out company's furlough policy.

Andy -

What are the P-T specific cost reduction plans

Ted says 15% of composite rate. Ted brings out calculator

15% = \$.25 million over a year \$242,233.00 (P-T Specific - guild)

\$4,658/wk = \$122.00/person/week

This is the # the company is looking for. (wages health care 401(k))

#5

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Transfers were given target of \$220/week/person.

The 15% does include the 5 day furlough (= to 2%).

Changes agreement through the year. Some of unions have agreed to 1 year w/ 3 month re-visits. The deal is w/ STNG, not a new buyer if that happens. Deals would preclude the company from going back for more cuts after 15%.

Lori — asks what the company's plan for the P-T to cut costs elsewhere? i.e. stringers, mileage, better scheduling, etc.

Ted — responds — company is looking at other things like some subwork pages to eliminate or cut back on some days a week, even at S-T. With budget on horizon — that is risky. Lay off on non-union coming soon.

Lori — who makes these decisions with the P-T? Publisher and Rick Surkimer.

Ted — not sure where freelance is at.

Lori — better planning by management could lead to savings in unnecessary doing, etc. (Not lower rates.) We need to protect workers at lower end of pay scale (i.e. ed. assistants).

— CAUCUS —

Return from CAUCUS -

Ted - response to what else the paper is doing:

- increase price to 75¢
- cutting amount in paper.
- not being looked at, but implementation is something else.

How does GNA feel about furlough? asks Ted

Lori - unpaid furlough. We want assurances that correspondents will do the work.

Ted - responds that he can't give guarantee; but the point of furloughs is to save money, not spend extra on correspondents.

* There is a critical date in writing that if goals aren't met then we're shutting the doors.

Documentation is soon to come. Early on the "shut the doors" date was June 15th. That has been extended because of CANWEST, furloughs, etc.

Lori -

- 2% on 5 day furlough
- work 9 out of 10 days = 10% (rolling furloughs ^{through end of year})
bringing total to 12%

Ted -

Andy - rolling furloughs would be cost-savings.

— Return —

Ted — unions are concerned about some unions doing better than others. 15% is firm. No "me too" classes. Rolling furloughs — 1st time they've heard of it. But they are going to consider it. They will take a week to make it work. Appreciate the offer; they will do homework. They like the idea.

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Have a vote on the immediate 5-day furlough to become completed by June 30th.

Andy — brings up contract officially ends today.

Ted — other takes priority.

Andy — we need something to continue the existing terms.

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Ted will provide an extension. (Ted will get that extension agreement (~~to~~ 90 days) tomorrow)

Andy — we want some language of successors / clause and Ted has some ideas.

We could extend contract and agree to have an amendment to revisit the New Media 'sick

1113CE (bankruptcy)

is there any guarantee of no layoffs?

Ted — no guarantee. Severance would be possible.

Andy — standing guild-management committee so we have a forum to discuss issues as things crop up. ~~without~~ a standing/regular meeting (monthly). Aside from the grievance setting. More communication.

Ted — guild put thoughts on the committee idea (frequency, etc.) likes the idea. →

4-14-09

Forum to bring ideas and issues up
on a regular, monthly basis.

* Frequency, who should come, where - for next mtg.

Second meeting - sometime next week.

Possibly Tuesday 21st ~~22~~ 9^{AM}

Tuesday 21st 9^{AM}

→ vote this week on forlough days so we can vote
and get started. Let management know vote ASAP.